

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF LABOR STATISTICS & RESEARCH

455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102

ADDRESS REPLY TO:

*San Francisco* P.O. Box 420603  
CA 94142-0603



HOLIDAY PROVISIONS

FOR

**ASBESTOS WORKER, HEAT AND FROST INSULATOR:**

MECHANIC

IN

IMPERIAL, INYO, KERN, LOS ANGELES, ORANGE, RIVERSIDE,  
SAN BERNARDINO, SAN DIEGO, SAN LUIS OBISPO,  
SANTA BARBARA, AND VENTURA COUNTIES



INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ALLIED WORKERS

Local No. 5 City Azusa State California  
Address 670 E. Foothill Blvd., Unit 2 91702-2628

June 24, 2009

Re: Collective Bargaining Agreement

Eric Fults,  
Western Insulation Contractor Association (WICA)  
1375 S. Acacia Ave., Ste A  
Fullerton, CA 92831

Dear Eric:

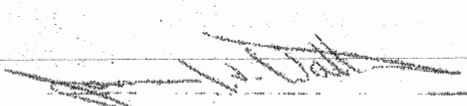
The members of Heat and Frost Insulators Local 5 voted and agreed to extend the Basic Agreement for one additional year. The Agreement originally expired on September 28, 2008, it was extended to June 28, 2009.

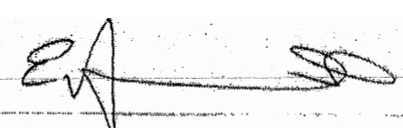
If agreed by WICA, the Basic Agreement will be extended one additional year, changing the expiration date to June 28, 2010.

By signing below, WICA agrees to the extension of the Agreement.

Thank you,

Agreed:

  
James W. Watkins,  
Business Manager, Local 5

  
Eric Fults,  
WICA President

**BASIC  
AGREEMENT  
BETWEEN  
SOUTHERN CALIFORNIA CHAPTER,  
WESTERN INSULATION CONTRACTORS ASSOCIATION**

**AND**

**LOCAL NO. 5,  
INTERNATIONAL ASSOCIATION OF  
HEAT AND FROST INSULATORS  
AND ASBESTOS WORKERS**

**EFFECTIVE AUGUST 2, 2004  
TO SEPTEMBER 28, 2008**

**R E C E I V E D**  
Department of Industrial Relations

**DEC 07 2004**

Div. of Labor Statistics & Research  
Chief's Office

**ARTICLE IV**  
**Overtime and Holidays**

3. The observed holidays are: New Year's Day, Presidents' Day, Good Friday, Memorial Day, Independence day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas. Such holidays shall be observed on days to coincide with national observance of the holidays. No work shall be performed on Labor Day, except in special cases of emergency and then only when triple (3) times is paid. When a holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. When a holiday falls on Sunday, the following Monday shall be observed as the holiday.

**AMENDMENT DATED SEPTEMBER 7, 2006  
TO SECOND AGREEMENT TO EXTEND MEMORANDA OF  
UNDERSTANDING AND AGREEMENT TO INCREASE CONTRIBUTIONS**

The WESTERN INSULATION CONTRACTORS ASSOCIATION CENTRAL LABOR COMMITTEE and WESTERN STATES CONFERENCE OF ASBESTOS WORKERS agree to amend the Second Agreement to Extend Memoranda of Understanding and Agreement to Increase Contributions (the "Agreement", a copy of which is attached and incorporated by reference) as follows:

The contribution to the Define Benefit Pension for the period January 1, 2007 until December 31, 2009 shall be as follows:

Begin Date	Current Hourly Contribution Rate	Wage Reallocation	Employer Contributions	New Hourly Contribution Rate
January 1, 2007	\$2.36	\$0.40	\$0.20	\$2.96
January 1, 2008	\$2.96	\$0.40	\$0.20	\$3.56
January 1, 2009	\$3.56	\$0.40	\$0.20	\$4.16

The increases shall be paid for by a reallocation and deduction from the current wage package and new employer contributions.

WESTERN INSULATION  
CONTRACTORS ASSOCIATION  
CENTRAL LABOR COMMITTEE

WESTERN STATES CONFERENCE OF  
ASBESTOS WORKERS

\_\_\_\_\_ *Don Daniels*

\_\_\_\_\_ *John W.*

\_\_\_\_\_ *Steve D.*

\_\_\_\_\_ *Ted B.*

\_\_\_\_\_ *Jim D.*

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